

Nuclear Surface Warfare Officer



What is a SWO?



- LEADER
- WARFIGHTER
- SHIPDRIVER



What is a SWO (N)?

- LEADER
- WARFIGHTER
- SHIPDRIVER

...with a Nuclear
Subspecialty



SWO(N) Community

- Our Size: SWO(N)s are **11%** of the SWO Community
- Our Goals:
 - Successful SWO career
 - Commander Command
 - Develop nuclear sub-specialty
 - Safely maintain and operate an 11 CVN force
 - CVN Reactor Officer following command
 - Compete for Major Command and Flag
 - Maintain competitive compensation.
 - Highest paid Department Head in the Navy.

Why should I be a SWO(N)?



- **Leadership**
 - Lead early...Lead often.
 - Acquire the tools to build success
- **Fulfillment**
 - Drive the ships that drive world events.
 - Diverse range of tours at sea and ashore.
- **Education**
 - World Class technical training and experience.
 - **Guaranteed Graduate Education.**

Surface Warfare Officers...Skilled For Life

First Tour: Learning to Lead



- 21 Month Tour for SWO(N) Officers
- 10-30 Sailors following YOU
- Common 1st Tour Billets
 - 1st LT - CICO
 - Information Systems - Strike
 - Ordnance Officer - Gunno
 - CICO
- Watchstation Qualifications
 - Helm Safety
 - Small Boat Officer
 - OOD Import
 - CIC Watch Officer
 - Officer of the Deck



SWO(N) Junior Officer Career Path



■ Graduate from School

- Receive orders to first ship. May receive some billet specific training enroute.

■ First Division Officer Tour (6-15 months) in “Topside” billet (Operations / Combat Systems / Deck).

■ SWOS Finishing School (3 weeks) after completion of shipboard Computer Based Training curriculum and OOD qualification.

■ Return to ship to finish SWO Qual (Complete 21 month tour)



■ Nuclear Power Training (13 months)

■ CVN Division Officer Tour (24 months)



Initial Detailing Process

- Select first combatant ship among all SWOs
 - **Diverse choice of homeport and ship class**
 - **Order of selection based on merit**
- Ship Selection via PERS 412 website.
 - **<http://www.bupers.navy.mil/pers41/frame.htm>**
- **Contact SWO(N) Detailer at any point with questions**
- **Common theme throughout your career:**

**Performance =
Opportunity**

1st Tour Ships



- **CG, DDG, FFG**
- **LSD / LPD**
- **LHD / LHA**
- **MCM / MHC**



**SWO(N)s are leaders on
every class of U.S. warship.**



**Diverse Range of
Opportunity**

Nuclear Power School

- Navy Nuclear Power Training Command in Charleston, SC
- Six Month Curriculum
 - Carry three courses at a time. (Math, Physics, Water Chemistry, Engineering, Power Plant Operations)

WEEK																				21	22	23	24	
Mathematics	Electrical Engineering												Core Character											
R P S	Heat Transfer & Fluid Flow		Reactor Dynamics		Materials	Radiological Fundamentals																		
Physics		Chemistry		Aspects of Reactor Plant Operations																				

Validates 28.5 hours of coursework at Naval

Nuclear Power Training Pipeline



- Prototype (6 months)
 - Remain in Charleston or
 - Go to Ballston Spa, NY
- Qualify on operating reactor plant.
- Excellent Training recognized throughout the military, government, industry, and business world.
- Earn credit towards Professional Engineer qualification.



Validates 12 of 30 credit hours for M.S. in Engineering Management from Old Dominion or Catholic University.

The Surface Nuclear Fleet



LINCOLN (CVN 72)
JOHN C STENNIS (CVN 74)

EVERETT
BREMERTON

SAN DIEGO

NIMITZ (CVN 68)
RONALD REAGAN (CVN 76)

NPTU
Ballston Spa, NY

NPS and NPTU
Charleston, SC

CARL VINSON (CVN
70) refueling overhaul
GEORGE W BUSH (CVN
77) New Construction

NEWPORT NEWS, VA

NORFOLK, VA

ENTERPRISE (CVN 65)
D. D. EISENHOWER (CVN
69)
T. ROOSEVELT (CVN 71)
G. WASHINGTON (CVN 73)
HARRY S TRUMAN (CVN
75)

Second Division Officer Tour



- 24 months in CVN Reactor Department
 - CVN assignment based on performance at sea and Nuclear Power School performance
 - Lead Machinist's Mates (MMs), Electrician's Mates(EMs), and Electronics Technicians (ETs).
- Complete Nuclear Qualifications
 - Propulsion Plant Watch Officer (EOOW equivalent)
 - Nuclear Engineering Officer exam at Naval Reactors

**Build valuable skills. Lead large
Divisions. Manage Complex
Maintenance**

Where are the SWO(N)s on Shore Duty?



World-wide Presence

Graduate Education

From Knowledge...Sea Power!



- Graduate Education for All SWOs
- Issue is When and Where



NAVAL
POSTGRADUATE
SCHOOL

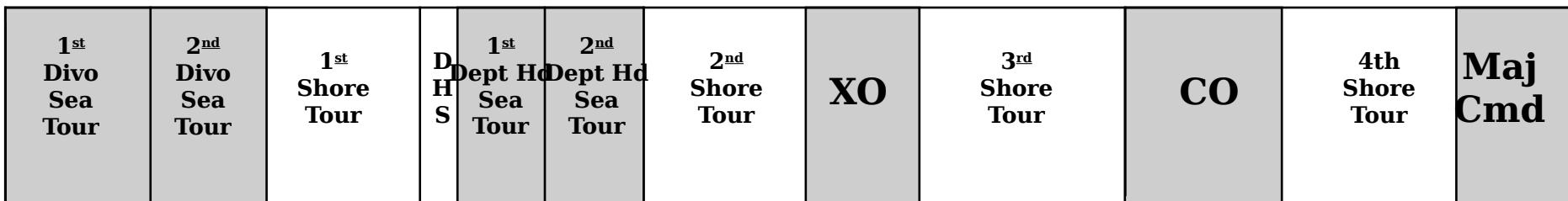
- **Naval Postgraduate School (NPS)**

- Naval War College (NWC)
- USNA Company Officer LEADS Program (M.S. from NPS)
- SWO MBA Program (MBA from Harvard, Wharton, or Kellogg)
- Graduate Education Voucher Program (GEV)
- Instructor Program (18/12 at ATGs/ATRC/SWOS)
- Tuition Assistance (TA)
- Distance Learning Programs



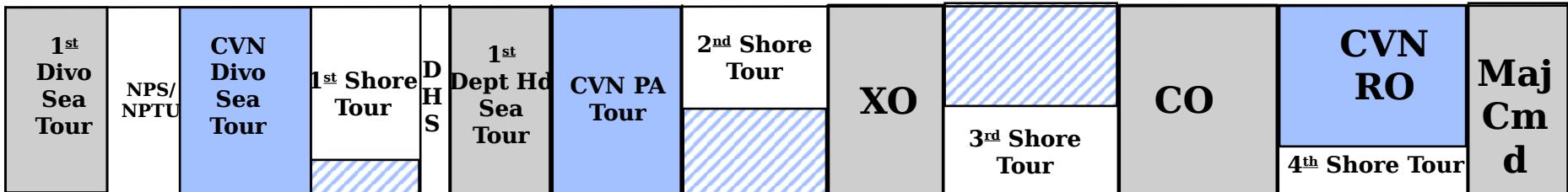
% of SWOs have Graduate Degrees by CD

SWO(N) CAREER PATH MIRRORS SWO CAREER PATH



SWO

solid warfighting experience at sea (multiple ships => broad experience)



SWO(N)

20% of career prior to CAPT is on CVN

A SWO with a Nuclear Subspecialty!

Surface Warfare Officer Career Planner

PERS-41

www.bupers.navy.mil/pers41/frame.htm

Overview

The SWO Career Planner is a valuable tool that allows users to graphically display their career paths. By inputting various data such as Date of Rank, Career Goals, and Billet History into

have the ability to chart a course through the Surface Navy. The planner is Microsoft PowerPoint 2000.

While older versions of PowerPoint may work, they have not been thoroughly tested for compatibility. Any comments, questions, or concerns about the SWO Career Planner can be sent to p41ml@persnet.navy.mil.

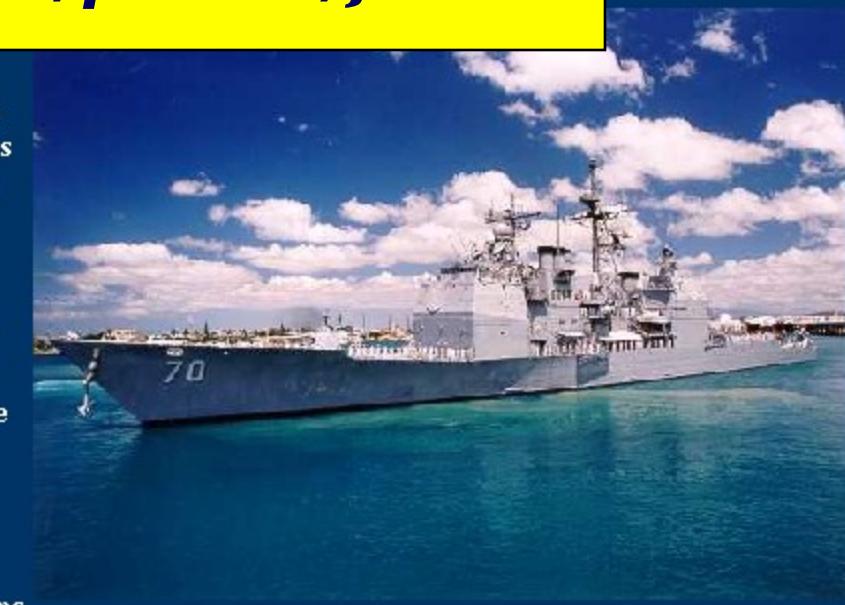
Read the Instructions

While using the planner is not difficult, reading the instructions is recommended.

Download the Career Planner

Download the SWO(N) Career Planner

You can download the planner and instructions by "right-clicking" on the link and saving the target file to a location of your choice.



***SWO(N) Career Planner
Download***





LCDR Brian J. Finman

SWO(N) Career Planner

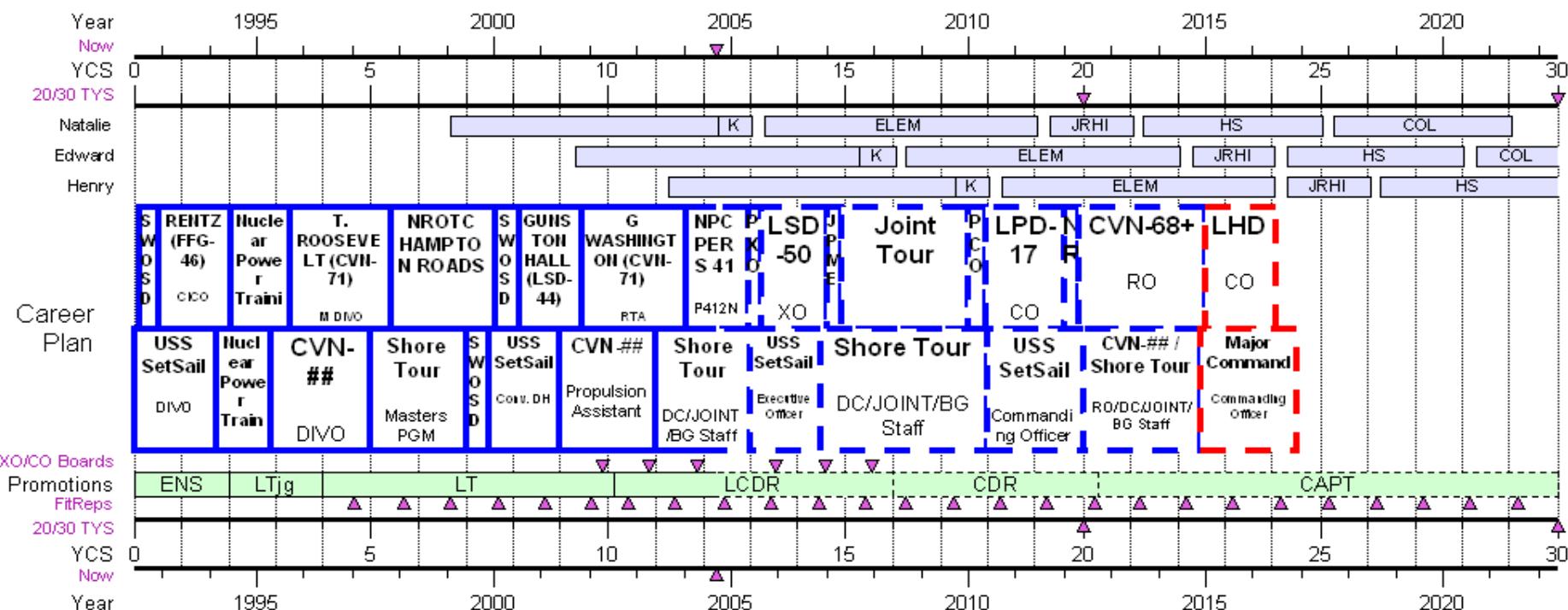
Career Goal: Major Command

Qualifications: Officer of the Deck
Engineering Officer of the Watch
Tactical Action Officer
Surface Warfare Officer

Year Group: 1992

Promotion Year Group: 2002

Pcode(s): None



JPME Phase 1

JPME Phase 2

Department Head

XO

Joint Tours

JSO

Commander Command

Major Command

Sample SWO(N) Career Planner

NAVY PERSONNEL COMMAND
Bureau of Naval Personnel

Enter/Edit Data

Compensation



- **Nuclear Officer Incentive Pay**
 - Eligible at end of successful CVN DIVO tour (5 years of service)
 - Up to \$25,000 per year
- **Surface Warfare Retention Pay**
 - Year 6 to 10: Continuation Pay = \$50,000 over five years
 - Year 12 to 15: Critical Skills Pay = \$46,000 over 3 years
- **As O-3/O-4, Combined Annual Bonus of ~\$37,500 per year.**



The Navy values your service and leadership



SWO(N) LT Pay at Sea and Ashore



San Diego

	<u>LT >4</u>	<u>LT>6</u>
Base Pay:	\$ 4,027/mo	\$
4,220/mo		

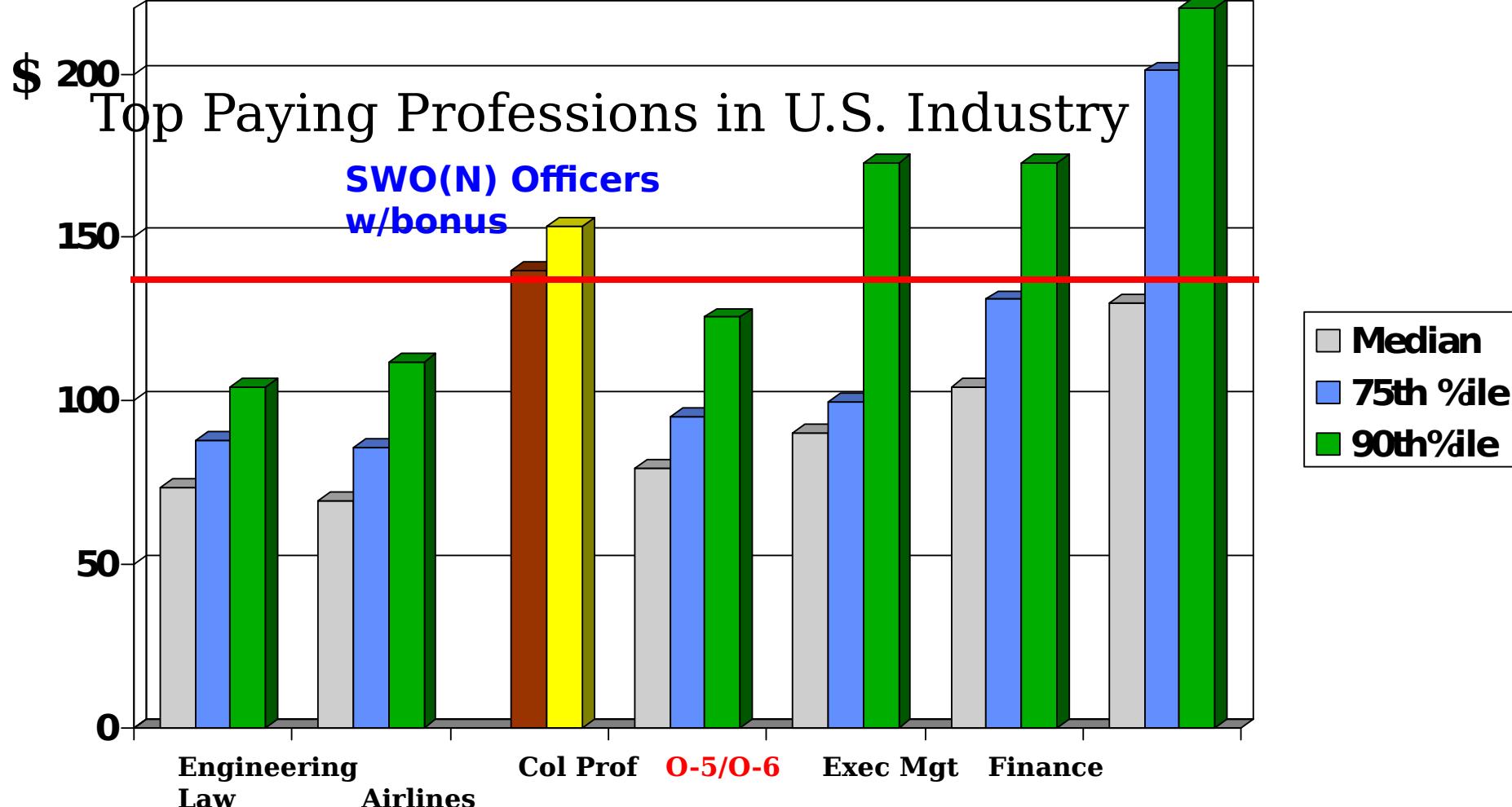
BAH :	\$ 1,882/mo	\$
1,882/mo		

BAS:	\$ 175/mo	\$
175/mo		

Sea Pay:	\$ 225/mo	
----------	-----------	--

SWO Continuation		\$
833/mo		

Officer Career Information



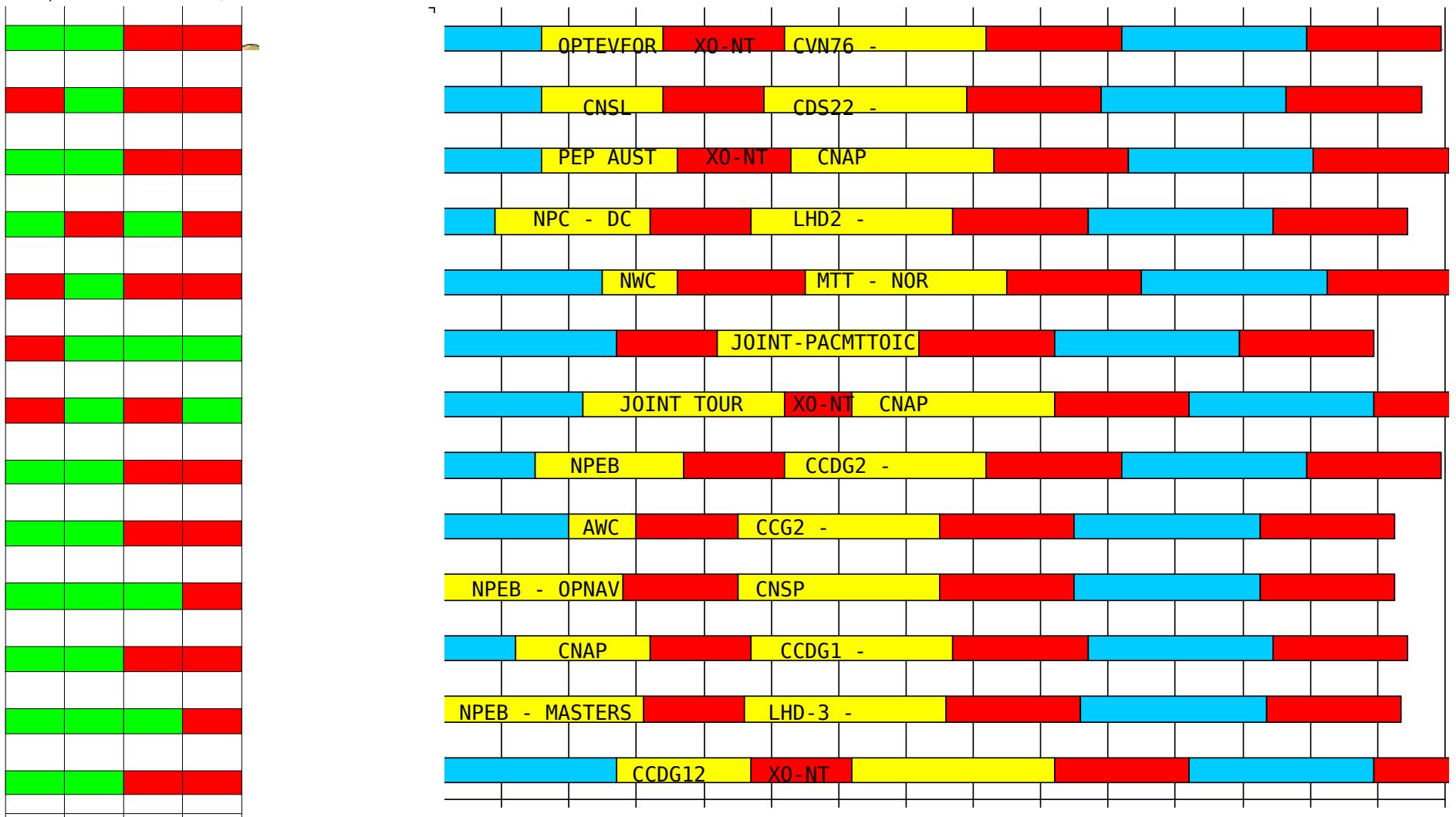
Small Community



- **1100 SWO(N)s**
 - **~110-120 per year group.**
 - **Close Knit / Camaraderie**
 - **Focused Detailing**
 - One-stop answers with SWO(N) Detailer.
 - Very close relationship, especially for mid-career guidance.
 - Detailers help officers look at least two tours out.
 - Individual career path tracker after Principal Assistant.
- Detailer's job is to get SWO(N)s screened and promoted.**

Nuclear Shore
Masters
DC Tour
Joint Tour

YG XX (LCDR Screening Group XX) Projected Career Path



Sample Year Group
Individual Career Path
Tracker



Years of Commissioned Service

Post-PA ■ XO Tour (1.5/2) ■ Post-XO (3) ■ CDR CMD (2) ■ RO (2.75) ■ Major CMD (2)



Great Time to be a SWO(N)

- Lead Early. Lead Often. Build Skills for Life.
- Serve at the Tip of the Spear.
- Competitive Compensation
- Superior Technical Training.
- Guaranteed Graduate Education.
- Diverse opportunities at sea. All ship classes.
- Diverse opportunities ashore.

SWOs First...with a critical sub-specialty.

Questions and Discussion





Backup Slides

The Value of Navy Retirement



Retiring as CDR at 20 years with statistical age of death at 81
O-5 (2004) O-5
(2018)

Base Pay O-5 (20yrs, age 42)	\$ 6563/mo
\$10,528/mo	
50% of Base Pay	\$ 3165/mo \$ 5264/mo
Annual \$ 63,172	(age 42 until death) \$ 37,986
Equiv Lump Sum Value 1,495,626	\$ 988,785 \$
<small>Assumptions: 30 yr T-bill, 3.0% Inflation</small>	
<small>Interest.com Financial Calculator</small>	